

HOURLY SCHEDULE STRUCTURE

Column3	Mechanic	Mechanic	1	Column2
			\$0.30/hr	\$0.30/hr
Steps	2010-11	2011-12	2012-13	
1	Joe \$19.55	\$19.85	\$20.15	
2	\$20.13	\$20.43	\$20.73	
3	\$20.72	\$21.02	\$21.32	
20	\$26.58	\$26.88	\$27.18	

Announced wage increase \$0.30/hr

Joe's actual one year increase 4.5% \$0.88/hr

Joe's actual total two year increase 9% \$1.77/hr

Longevity (Seniority, Years)

Note: "Joe" is an hypothetical assumption; not a real person.

TYPE of YEARLY INCREASE	Hourly	Salary
Across the board wage increase*	Y	Y
Longevity (yrs experience) increase **	Y	Y
Education Level increase		Y

* All steps in the various pay scales increase by that percentage.
 ** Actual incremental dollar increase varies by group.

Automatic annual step raises are built into the hourly contract.